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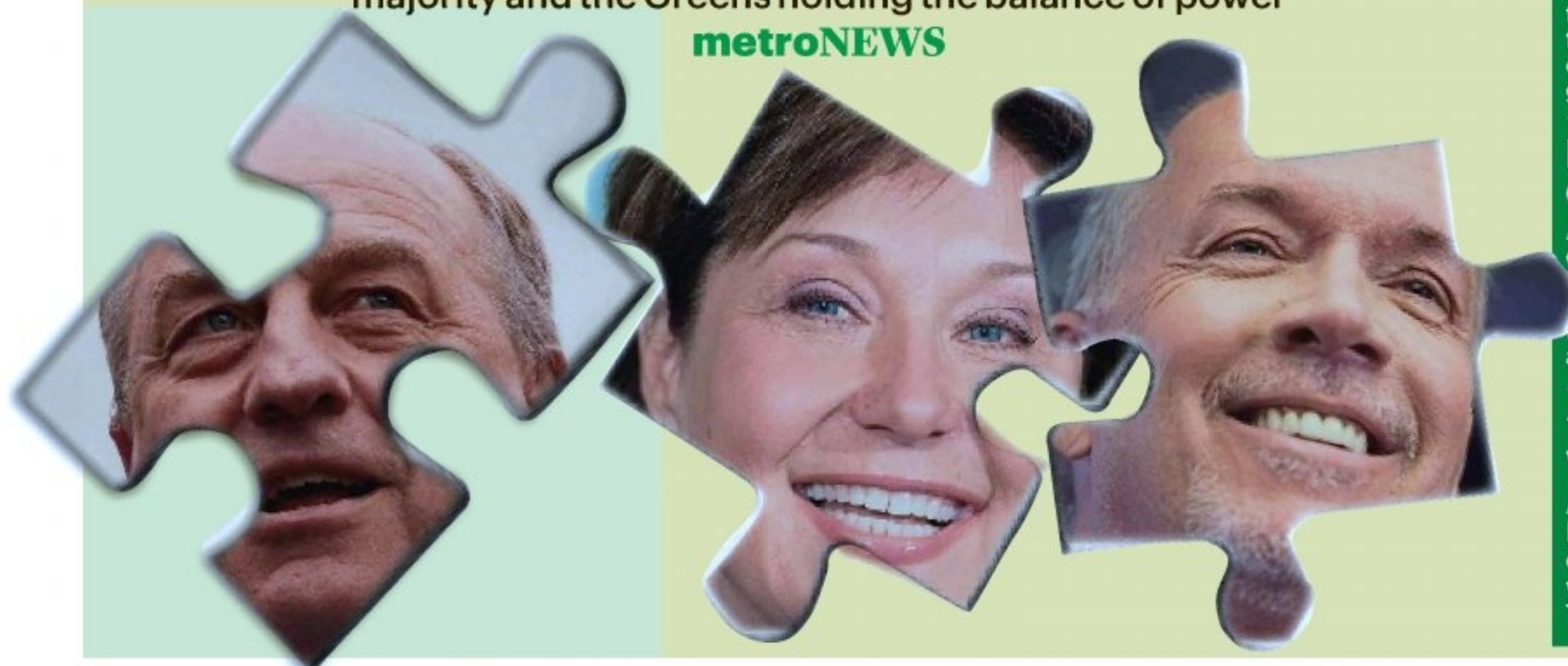
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NOW WHAT?

The preliminary results of Tuesday's election have B.C. heading for its first minority government in 65 years, with the incumbent Liberals one seat shy of a majority and the Greens holding the balance of power

metroNEWS



ELECTION 2017
B.C. tries to piece together Tuesday's shocker

LEAVE IT TO WEAVER

Liberals and NDP woo Greens as province teeters on the razor-thin edge of a minority or majority government

MINORITY OR MAJORITY

A panel of UBC experts walks us through a couple of the likely scenarios that could occur once all the votes are in

'REVENGE VOTE'

A number of big name Lower Mainland cabinet members were turfed in Tuesday's election

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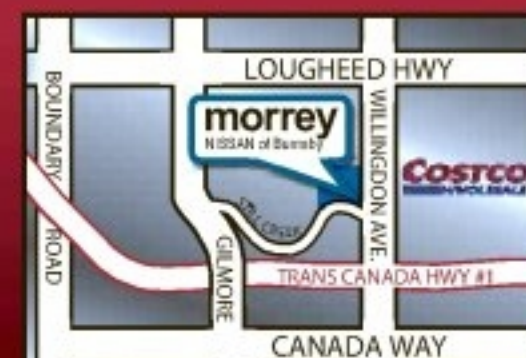


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June 22: A time to hear the appeal must be scheduled within 10 days of the appeal being filed. THE CANADIAN PRESS

The B.C. election results could still change. The riding of Courtenay-Comox was decided for the NDP with just nine votes, and could swing back to the B.C. Liberals when absentee ballots are counted between May 22 and 24. There may also be other possible recounts in ridings decided by less than 100 votes.

In a May 3 interview with

B.C. NDP leader John Horgan also said he's confident

he is able to work with the Greens. Both he and Clark have had telephone conversations with Weaver since the

While Clark said voters had sent a clear message to her party to work "across party lines," she emphasized that the sharp increase in votes for the Greens means that voters want to see her working with the Greens, rather than the NDP, who increased their seats from 35 to 41 but saw

What the potential final vote counts mean for the province

ELECTION

Experts outline how government could play out



Wanyee Li
Metro | Vancouver

The preliminary vote count after one of the tightest B.C. elections in recent memory indicate the incumbent B.C. Liberals have a minority government, one seat away from a majority government.

But with such narrow margins at play — the NDP won Courtenay-Comox by nine votes — political observers say it is too early to predict what a B.C. government will look like until after the final count happens on May 22 to 24.

Preliminary vote counts had the Liberals at 43 seats to the NDP's 41 and the Greens' three.

Here are a few scenarios that could unfold, according to a panel of UBC political scientists.

A Liberal minority Liberals 43, NDP 41, Greens

The most obvious path is one where the Liberals rule as a minority government, said Gerald Baier, associate professor of political science.

"They have every right under the constitution to go back to the house and until they are defeated, to stay in power."

But the Liberals could also ask the Greens to form



British Columbia Premier Christy Clark addresses the media at her office in Vancouver on Wednesday. Premier Clark narrowly won a minority government in Tuesday's provincial election. THE CANADIAN PRESS

The Liberals have every right to go back to the house.

Gerald Baker

a coalition or working agreement, said political science professor, Kathryn Harrison.

"One of the options [for the Greens] is to create a formal coalition or a formal agree-

ment to support one of the parties," she said.

"Short of an actual coalition, there can be a contract between parties that specifies that one small party typically will support another party forming government in exchange for certain commit-

ments."

Harrison explained Green parties in Europe have historically used the contract method to push through environmentally friendly policies like carbon taxes.

The B.C. Greens could ask for anything ranging from

electoral reform to a change in political donation rules, said Baier.

"You could conceive of a scenario where the Greens say, 'here are our deal breakers,'" he said.

The Greens could also form a coalition with the NDP instead and use their combined majority to force the Liberals to step down, said Richard Johnston, a political science professor.

But while the Greens and NDP have more in common policy-wise, it would be a tricky scenario to navigate, he said.

"It would require (B.C. Green Leader Andrew Weaver) to support the loser and optically, that's not great."

A Liberal majority Liberals 44, NDP 40, Greens 3

This one is fairly simple.

If it's a tie Liberals 42, NDP 42, Green 3

This scenario would put the Greens in the ultimate king-maker position because neither major party can rule without their support.

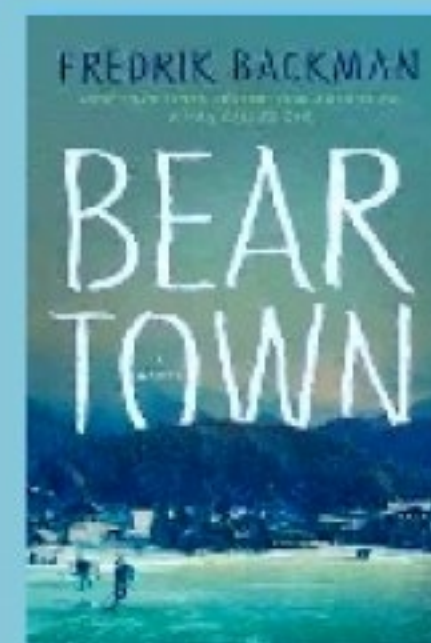
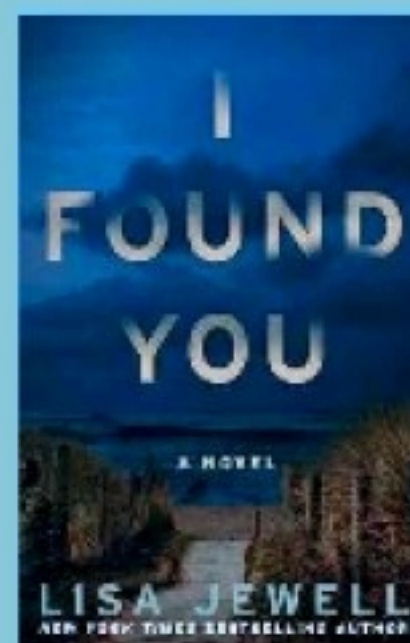
It is also the situation that would most likely yield a formal coalition, said Grace Lore, a senior researcher.

"That would open the doors to discussion," she said.

But coalitions can also backfire on the third party, warned Harrison.

"I think the risks to any junior partner in a coalition are pretty great. There's a long history of Green parties in coalitions getting something they really wanted in Round 1 and then being wiped of the electoral map in the second round."

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Vote-splitting fears not realized

WHAT HAPPENED

Green vote may have in fact helped NDP, says expert



Wanyee Li
Metro | Vancouver

While British Columbians are probably still weeks away from knowing who will be in power, one UBC political scientist says vote splitting did not play the role NDP supporters feared it would.

The Greens tripled their number of seats this election, with Adam Olsen and Sonia Furstenau winning their Vancouver Island ridings of North Saanich and the Islands and Cowichan Valley, respectively.

Party leader Andrew Weaver was re-elected in his riding of Oak Bay-Gordon Head.

The preliminary vote count has the Liberals holding 43 seats, the NDP 41 seats, and the Greens three.

The Green vote, which accounted for 16.74 per cent of the popular vote, may have stole the Liberal's tantalizingly close majority away from them, according to Kathryn Harrison, a political science professor at UBC.

"I think the Green vote, in fact, helped the NDP fortunes in this election," she said the morning after the election.

"The Greens basically siphoned votes away from the Liberals and allowed the NDP to come up through the middle."

For instance, the NDP's George Chow won in Vancouver-Fraserview, a battleground riding where Liberal cabinet minister

Suzanne Anton was seeking re-election. Had the Green voters (7.45 per cent) voted for the Liberals instead, Anton would have beat Chow and held onto her riding.

There are more of those kinds of riding than the opposite, where the Liberals took a seat from NDP with the Green vote, said Harrison. She estimates there were about eight ridings where the NDP benefitted from the Greens drawing votes away from the Liberals.

But Harrison's colleague suspects voters gave the Greens the benefit of the doubt this time around and warned that wouldn't be the case next time.

"They are the none-of-the-above party — a lot of people will project onto them whatever it is they want. Particularly because they didn't have a chance of governing," said Richard Johnston, also a political science professor at UBC. "Now that they may have an important role in governance, this may sharpen up, in the eyes of voters, who the Greens really are."

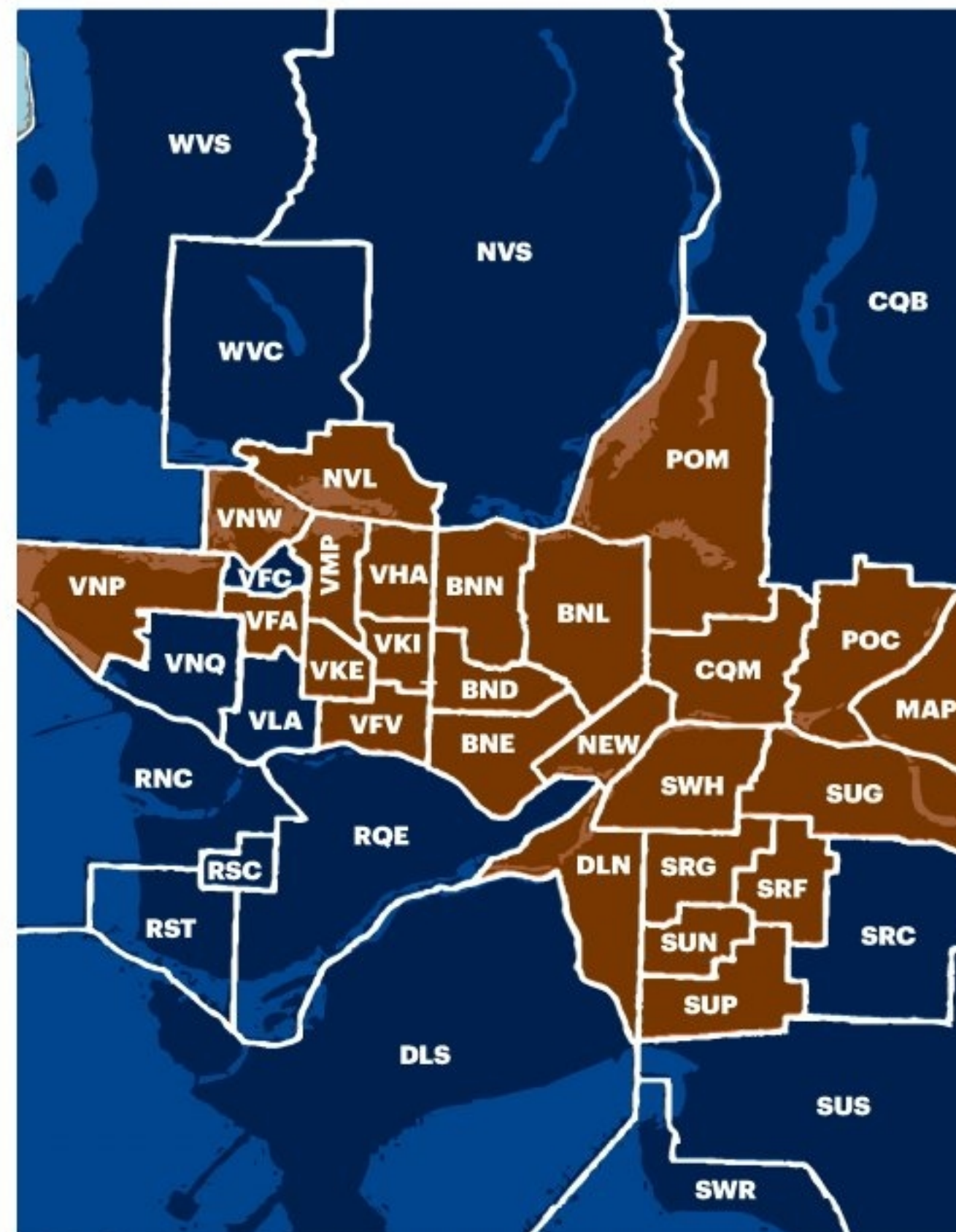
"The Green vote not only didn't prevent an NDP victory, but arguably facilitated it by providing an outlet for disaffected Liberals," said political scientist Kathryn Harrison.

+ RIDINGS NDP STOLE FROM LIBERALS

- Burnaby North
- Courtenay-Comox
- Maple Ridge-Mission
- Maple Ridge-Pitt Meadows
- North Van-Lonsdale
- Port Moody-Coquitlam
- Surrey Fleetwood
- Vancouver Fraserview

MAPPED | Breakdown for Metro Vancouver

This map shows which Metro Vancouver ridings went to the NDP (orange) and which were won by the Liberals (blue) in Tuesday's election.



CABINET LOSSES

'Revenge vote' felt



Matt Kieltyka
Metro | Vancouver

Four B.C. Liberal cabinet ministers paid for a voter backlash in Metro Vancouver on election night.

While the final result of the election — which currently looks like a Liberal minority government with the Green Party holding the balance of power — is still up in the air until all votes are counted later this month, the fates of former Attorney General Suzanne Anton, Minister Responsible for TransLink Peter Fassbender, Minister of State for Emergency Preparedness Naomi Yamamoto and Minister of Technology, Innovation and Citizens' Services Amrik Virk appear to be sealed.

All four lost their seats — in Vancouver-Fraserview, Surrey-Fleetwood, North Vancouver-Lonsdale and Surrey-Guilford, respectively — to NDP challengers, signalling a bigger trend region-wide.

Simon Fraser University political marketing expert Lindsay Meredith said the high-ranking Liberals paid the price for their party's poor handling of transit expansion, bridge tolls and housing affordability. "Much of that was a revenge vote by dissatisfied voters," said Meredith.

Should the Liberals continue to govern the province, the ousted ministers will be sorely missed.

"That's a lot of background and a lot of experience so losing good cabinet ministers any time is going to hurt you," he said. "Is there an inequity of brain power? You're damn right there is. You lose depth in your management team and you've got a problem."

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Trans candidate a close second

REPRESENTATION

Oger 560 votes from being Canada's first trans MPP



David P. Ball
Metro | Vancouver

Morgane Oger's election campaign was historic — even if she didn't quite make Canadian history as she'd hoped.

The outspoken public education advocate, LGBTQ activist and, most recently, B.C. New Democrat candidate came within spitting distance of becoming the first openly transgender person elected to any level of government in Canada.

As of Wednesday's count, she was just 560 ballots behind B.C. Liberal incumbent and former Vancouver mayor Sam Sullivan — a mere 2.5 per cent gap — with 176,104 absentee ballots remaining to be counted provincially.

"I feel we made history," she said in a text message Wednesday.



Morgane Oger said she wants to continue focusing on education, equality and affordability. JENNIFER GAUTHIER/METRO

nesday, "by showing that a transgender woman can be a meaningful candidate in a battleground riding.

"I was incredibly honoured

to have run and talked with many local residents about the issues that matter to them."

Though she didn't succeed in besting Sullivan, she put up

a serious fight Tuesday night in a riding that he'd won easily in 2013, when he led by more than 3,000 ballots, a commanding 15 per cent lead.

For the previous two elections the B.C. Liberals have come nowhere close to having to fight for their seats. In 2009, they won by nearly 5,000 ballots or 29 per cent of the vote.

560

Sam Sullivan's vote lead over Morgane Oger in Vancouver-False Creek — a mere 2.5 per cent gap.

Oger's riding was one of the most tightly fought races of the entire British Columbia election campaign.

Oger was instrumental in helping draft the B.C. New Democrats transgender rights policy, tabled by Vancouver-West

End MLA Spencer Chandra Herbert, that was adopted last year by the governing B.C. Liberals to widespread acclaim. The policy explicitly added gender identity and expression to the Human Rights Code.

Her campaign was targeted with transphobic flyers attacking and questioning her gender identity. At the time she told Metro she had expected some potential attacks, but nothing so extreme. The flyers were condemned by rivals from both B.C. Liberals

and Greens.

But ultimately, she has said she wants to continue focusing on the issues for which she ran for politics in the first place — education, equality and affordability. She was formerly the chair of a district parent advisory council, and has long fought for increased funding for public education.

"I look forward to the day that being a transgender candidate is not newsworthy," she added.

Sullivan, a backbencher since being elected as MLA in 2013, has a long legacy from his time in city politics, notable for his role in supporting harm reduction and addiction treatment measures, as well as a civic staff labour strike under his watch.



I look forward to the day that being a transgender candidate is not newsworthy.

Morgane Oger

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Pollsters get B.C. boost

Wednesday was a good day for the pollsters.

"It's really, really good," said Forum Research president Lorne Bozinoff. "B.C. was kind of a monkey on the back of pollsters. That's all gone now."

That's because, since British Columbia's 2013 election, his industry's been tarred with a brush of disrepute and hand-wringing over why surveys missed the B.C. Liberals' comeback victory.

Although 176,104 absentee ballots remain to be counted by Elections B.C., and at least

one riding will face a judicial recount, Bozinoff wasn't just happy his own firm's predictions were close to the mark.

"It was a good night for the whole industry," he explained. "I think all the polls were pretty accurate."

The firm's final predictions: 41 per cent for B.C. NDP, 39 for B.C. Liberals, and 17 for Greens.

The actual results: B.C. Liberals got 40.9 per cent (1.9 points off), B.C. NDP 39.9 (1.1 points off), and Greens 16.7 (0.3 points off).

In 2013, Forum Research

was overall the most accurate predictor of the final popular vote results. The most accurate pollster in 2017: Insights West, which predicted a 41 per cent tie (0.1 points off for B.C. Liberals, 1.1 for NDP), and Greens at 17 per cent (0.3 points off).

So is there some sort of prize for the polling winner, or just bragging rights?

The only prize, Bozinoff said, is a real-world test of one's polling methodology. And those are bragging rights a market researcher can take to the bank.

DAVID P. BALL/METRO

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Hundreds protest x Donald Trump's firing of James Comey outside the White House on Wednesday. GETTY IMAGES

U.S. reacts to firing of FBI director

INVESTIGATION

Abrupt ouster draws sharp criticism

Americans could be forgiven if they're feeling a bit whiplashed by recent events in the nation's capital. Less than a week after House Republicans voted to dismantle Barack Obama's health care law, President Donald Trump abruptly fired FBI Director James Comey — only the second time in history that an FBI chief has been removed from office.

As voters processed the latest batch of news out of Washington, their opinions on Comey's dramatic sacking seemed to divide along familiar partisan lines: Republicans and Trump supporters saw it as necessary, while Democrats viewed it with suspicion.

Pennsylvania resident Tom Stump took a different tack, urging people to slow down and let the facts on Comey develop. "I'd say the jury's still out," he said.

As a Democrat who voted for Hillary Clinton, Loretta Shollenberger is no fan of Comey. She

believes he helped decide the November election for Trump when he reopened the investigation into Clinton's email practices in the waning days of the campaign.

Shollenberger said she's concerned about the direction of the country and places blame squarely at the feet of the president.

"I would like to see him impeached and locked up," she said.

Tom Hier, 54, a Navy veteran and disabled security officer from Valrico, Florida, fully supports Trump's decision on Comey.

"As the FBI director, you've got to know when to say stuff and know when to keep your mouth shut," he said.

Hier was in downtown Bartow, Florida, on Wednesday for the campaign kickoff of Republican gubernatorial candidate Adam Putnam. Other Republicans at the event, including 77-year-old retiree Bill Ockington of The Villages, expressed similar views.

"But I'm surprised it happened," he said, "because everything is still up in the air."

By "everything," he meant the Russia probe.

"I think that should continue," he said.

THE ASSOCIATED PRESS

Trump hosts Russian minister, envoy in D.C.

President Donald Trump on Wednesday welcomed Vladimir Putin's top diplomat to the White House for Trump's highest level face-to-face contact with a Russian government official since he took office in January.

The talks came a day after Trump fired the FBI director who was overseeing an investigation into Russia's alleged interference in the 2016 presidential election.

Foreign Minister Sergey Lavrov entered through the West

Executive entrance, out of range for reporters to ask questions. Also attending was Sergey Kislyak, the Russian ambassador to the U.S. who is at the centre of many of the Trump administration's early Russia-related woes.

The Russian Foreign Ministry tweeted a photo of Trump and Lavrov shaking hands in the Oval Office, and another of Trump and Kislyak.

THE ASSOCIATED PRESS

TRADE

Can Mexico, Canada weather a NAFTA storm?

To hear Pierre Alarie tell it, Mexico and Canada are like two weary travellers seeking shelter from the same storm — the fierce bluster from Donald Trump's frequent criticism of the North American Free Trade Agreement.

The two nations will be better able to withstand that storm if they stand together, the Canadian ambassador to Mexico declared last month during a speech to a business gathering in that country's capital city.

Alarie's message, Mexican and

Canadian officials say, reflects a deep level of co-operation between the two countries — something that, given the challenging three-way dynamics of North American politics, hasn't always been the case in the past.

It may not be the case in the future, either.

If push comes to shove, some observers warn, Canada will have to jettison Mexico and pursue its own bilateral side deal with the U.S. if the NAFTA talks degenerate.

A strong, newly negotiated three-way NAFTA is the goal, said Maryscott Greenwood, head of the Canadian American Business Council. But strained relations between Trump and Mexico could well make that difficult, she acknowledged.

Not surprisingly, Mexico's political leaders, like Tourism Minister Enrique de la Madrid Cordero, warn against abandoning NAFTA's unique three-way nature.

THE CANADIAN PRESS



Prime Minister Justin Trudeau and President Enrique Peña Nieto. THE CANADIAN PRESS

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CHANTAL HÉBERT ON THE B.C. ELECTION



With pipelines and electoral reform rearing their heads, one way or another this is not the result the Trudeau government wanted or needed.

On the morning after Tuesday's British Columbia election, there was no ready acknowledgement by Prime Minister Justin Trudeau's office of the results of the vote in Canada's third largest province and no boilerplate salute to the dawn of a new mandate.

It is hard to put the sound of one hand clapping into words.

In the wake of an election that failed to give either of the province's main parties a clear win, it will take weeks — and probably at some point in the not so distant future another election — for the political landscape in British Columbia to sort itself out.

On Tuesday, the province's voters left the incumbent Liberals on the doorstep of a majority, just one seat short of the 44 required to keep control of the B.C. legislature. There is still a possibility that a handful of recounts and/or the outcome of the absentee vote will help premier Christy Clark to cross the threshold.

Under that best-case scenario for her party, she would lead a government so fragile it would be at the mercy for its survival of the whims of a few maverick MPs from her own ranks. It does not enhance the

moral authority of an incumbent to need a recount to be reconfirmed in the job.

Only two seats separate the first-place Liberals from the New Democrats. The recount could also flip the result in favour of the NDP.

But under just about any configuration of the final seat-count, Clark and NDP leader John Horgan will have to try to come to terms with the Green Party. With three seats, it has the capacity to anchor one or the other to power and provide B.C. with some measure of governing stability.

Green Party leader Andrew Weaver could do that by joining the Liberals or the NDP in a coalition government as the Saskatchewan Liberals did in 1999 or as the Ontario NDP did in 1985 by agreeing to support one of the other parties in government for some period of time in exchange for policies that are close to his heart.

But whether Clark remains at the helm beyond the first confidence vote of the opening session of the mandate or not or even if she ends up clinging to a razor-thin majority, it will hardly be business as usual. As of now and until B.C. returns to the polls at some unspecified time, the province stands

to be in permanent campaign mode.

In the interval, the uncertain outcome of Tuesday's vote could force Clark's Liberals to belatedly renounce their rich diet of corporate donations and join the political fundraising Canadian mainstream.

It could also restore some impetus to the electoral reform debate. Both the B.C. Greens and the NDP advocate a more proportional voting system. The province has done more legwork on the issue than most other Canadian jurisdictions. There may be a window to try — for the third time — to replace the first-past-the-post system.

One way or another, though, this is not the result the Trudeau government wanted or needed.

As things stand today, a majority of the elected members of the next B.C. legislature are on record as opposing the Kinder Morgan plans to expand its Trans Mountain pipeline.

Clark herself only offered tepid support for the plan. Should she form a viable government, it is unlikely to be the hill she would choose to die on.

The project is a key piece in

Trudeau's energy/environment puzzle but not one that his own caucus is unanimously enamoured with. The Prime Minister has always claimed that he did not believe such projects should proceed without a social licence.

It was not the only issue on the B.C. ballot but it was in the mix. Clark's Liberals took most of the hits that cost them their soft majority cushion in and around the ground zero of the Trans Mountain project, in the larger Vancouver area.

That will be duly noted not only in the Liberal backrooms of Parliament Hill but also in the constituency offices of Trudeau's 17 B.C. MPs.

This is just the first of a series of provincial elections that could weaken Trudeau's hand at the federal-provincial table. By the time the next federal election comes around in 2019, Quebec, Ontario and Alberta will also have gone to the polls and each of those provincial votes has the potential to result in more complications for the agenda of the ruling federal Liberals.

Chantal Hébert is a national affairs writer. Her column appears in Metro every Thursday.

Meredith case ought to be a wake up call



Vicky Mochama
Metro

Don Meredith may be gone from the Hill, but the atmosphere that enabled him is still a concern for women.

When Ms. M decided to report her sexual relationship with Sen. Meredith to authorities, the police told her although a case like hers comes with a publication ban on her name, "her identity would be known to anyone who attended court or examined the court file," according to The Toronto Star.

Instead, she chose to report to the Senate ethics officer, who offered her a cloak of confidentiality. (The ethics officer, believing a crime may have occurred, notified police who asked the Senate to suspend its investigation. After four months, Ottawa police stopped the investigation without laying charges.)

Though not a Hill staffer herself, Ms. M chose to speak to Star reporter Kevin Donovan after hearing other media reports that Sen. Meredith was under investigation for sexual harassment in the workplace: "She was concerned that the investigators would not believe what the former staff members were alleging and she wanted to add her voice to the story."

Her bravery and fortitude are commendable. But her story is part of the problem and future of Parliament Hill.

For all we hear about "men in power," the halls of government in Ottawa are female-

dominated. Female staffers and volunteers are the backbone and engine of the legislative branch. Many are young, ambitious, and for those reasons, vulnerable.

Were that not enough, the systems of accountability can be unclear. To whom does a young staffer report their MP? Or their chief of staff? Or a fellow staffer?

The viable options can differ from party to party, which makes it even harder for young staffers. The Hill Times reported on this dynamic: "Even if someone does report, they may be reporting the harassment to either their own MP or one of their MP's colleagues, through the whip's office, though the House chief human resources officer is also a reporting avenue."

In 2014, the House of Commons launched a harassment policy. And while this led to more complaints, there are also many that exist outside of the House's jurisdiction, yet entirely within their culture.

A VICE essay by former staffer Beisan Zubi showed how the culture of Parliament Hill can deter someone from reporting harassment. From lobbyist parties to bar nights with colleagues to one-on-one meetings, being both collegial and ambitious can put workers on the Hill in danger.

Ms. M's bravery in holding the Senator accountable must be met with an equally bold response. The bubble of the Hill ought to make way for a cultural change and policies that ensure the safety of its most vulnerable workers.

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Erin Swint, CPA, CA, has seen it happen. She's a partner at Squire and Company, a small accounting firm based in Mission and Abbotsford. The company is currently supporting a staff member who is taking the Advanced Certificate in Accounting and Finance (ACAF) offered by the Chartered Professional Accountants of Canada.

The nationally recognized certificate helps junior accountants enhance their technical skills and qualify for intermediate-level positions.

People who take the program tend to be more stable and mature, "so they're more likely to stay with the organization a longer time," Swint says. These individuals want more education, but may not be interested in completing a CPA designation.

"The ACAF program allows us to retain bright people because they want to further their education, but don't necessarily want to be in a firm where it's up-or-out," says Swint. "For us, it means we've got really well-trained staff that understand the theoretical underpinnings of a file."

The program helps employees gain theoretical knowledge, as well as hands-on practical experi-

ence, with files they might not have seen in practice yet.

When staff further their education, the whole company benefits, Swint explains.

It's a great learning experience, not just for the individuals taking the program, but for everyone, since students of the ACAF program often troubleshoot with their colleagues and share their up-to-date knowledge.

The flexibility of the ACAF program is another major benefit for the company and its employees. Many are parents who are already balancing children and home lives with their work, but they want to advance professionally. The ACAF program is available online, so students can study whenever and wherever works best for them.

The employee at Squire and Company who is currently taking her ACAF certification is a single mom, and the program fits into her day-to-day life.

Swint says she's noticing the impact of the education. "We've already seen her confidence in the office improve substantially when she's dealing with files. She's a very bright young woman, but this just gives her an extra layer of knowledge and confidence." Visit goCPAabc.ca/employers to find out more about how ACAF certified staff can benefit your business.



ERIN SWINT, CPA, CA, SQUIRE AND COMPANY. CONTRIBUTED

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Builders bring home the best with Ovation Awards

The Greater Vancouver Home Builders' Association (GVHBA) announced the 2017 Ovation Award winners on April 29. The industry juried awards, now in their eighth year, honour the best in new-home construction, renovation and design.

"We continue to see strong growth in new home development, and renovations across Metro Vancouver," says Bob de Wit, CEO, GVHBA. "The wide variety of homes up for awards this year was truly outstanding from stunning kitchen renovations, complete condo make-overs, laneway houses, to complete home renovations and opulent custom built homes."

Tavan Developments Ltd. was a big winner of the night bringing home 4 awards including the coveted Custom Home Builder of the Year Award. Adera Development Corporation won three awards including Excellence in Innovation and Sustainability in New Residential Construction, Best Multi-Family Lowrise Development and the Grand Ovation Multi-Family Home Builder of the Year. My House Design/Build Team also won three awards, including Residential Renovator of the Year, with Miracon Development winning Single-Family Home Builder of the Year.

"The Ovation Awards showcase the variety of homes and outstanding craftsmanship, and building science of Metro Vancouver's residential construction industry. It is a symbol we are very proud to represent, which helps connect homeowners with award-winning professionals," says De Wit.

Representing the residential construction industry in the Greater Vancouver area, the GVHBA established in 1974, is a not for profit society with 1,000+ members, and is proudly affiliated with the provincial and national Canadian Home Builders' Associations.

My House DesignBuild Team Ltd. Residential Renovator of the Year

My House Designbuild Team Ltd renovation brings a 1980s UBC home into 21st century. Renovated to BuiltGreen-Platinum, ERS-79 standard, much of this home was completely-rebuilt, including an expansive flat roof to take in the views from UBC, energy-efficient windows/doors, rain screen cladding, new stucco Fibercrown, spray-foam insulation, HVAC, HRV, fire-sprinkler-system, plus all new electrical and mechanical. Incorporate Feng-Shui design-principles, with high-efficiency SubZero/Wolf

appliances, complete with water-sense faucets, smart-touch-technology, and hydronic-heated engineered hardwood-floor, the house was built to meet the holistic needs and budget of the homeowners.



MY HOUSE DESIGNBUILD TEAM LTD.

Adera Development Corporation Multi-Family Builder of the Year

Prodigy, built by Adera Development Corporation, is a six-story pure wood-frame building with one to four-bedroom luxury homes in the UBC community, located in the heart of Westbrook Village.

West Coast Modern architecture blends the stunning 6-story wood-frame building with

the natural elements of its surroundings, with exposed wood beams, cedar soffits, warm brick cladding interplayed with glass. Awarded with REAP gold certification, UBC's proprietary sustainability certification program, units include low-flow faucets & shower aerators, dual flush toilets, with water-efficient irrigation technology in surrounding grounds to in aid water conservation.



ADERA DEVELOPMENT CORPORATION

Miracon Development Inc. Single Family Builder of the Year

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Miracon is proud to be recognized as winner of the 2017 Grand Ovation Award for Single Family Builder of the Year and winner of the 2017 Ovation Award for Best Single Family Detached Home less than 2,400 sq ft. Miracon is also a finalist in the 2017 National Awards for Housing Excellence.



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MIRACON DEVELOPMENT INC.

Tavan Developments Ltd. Custom Home Builder of the Year

Built by Tavan Development s Ltd this home not only emulates the luxuriousness of the surrounding neighbourhood steeped in old-world charm, it is also built to today's standards with an EnerGuide-rating 101. Featuring Energy Star appliances, controlled heating and cooling, a/c vents, and under-deck spray foam insulation for warm attic, this home is built for optimal living from rooftop to cellar. Complete with six bedrooms, including two master bedrooms, all with own ensuites, plus spectacular wine bar, media room and entertaining room for up to 100 guests, this home not only fits into the existing neighbourhood, it is built to last a lifetime too.



TAVAN DEVELOPMENTS LTD.

Build-Pros Construction Ltd. FortisBC Award for Excellence in Energy Efficiency in New Residential Construction

The new 'Built Green' homes constructed today will last for at least 100 years according to Build Pros builder, Alex Nasooti. This home is fitted with a heat recovery ventilation system. Ventilation and indoor air quality are two important sections in the Built Green checklist. Euroline windows provide flexibility and stability to keep out external pollens, while retaining heat to provide significant energy-efficiency. Tilt and turn windows offer draft-free ventilation and low-emissivity coating helps reflect heat

back to its source.

For those who suffer from ailments like asthma, the focus on improved air quality can become quite important and result in a much more comfortable home life.



BUILD-PROS CONSTRUCTION LTD.

SmallWorks Best Small Scale Home - Under 1,000 s.f.

Designing in a small space is always a challenge, often requiring one to make compromises in order to prioritize more important lifestyle elements. For this project, an expansive living room was high on the homeowners' list. The bedrooms were made to be cozy, and the kitchen large. The flow of food from oven, to prep island, to table is seamless, and the post dinner lounging is sweetened by the living room's fireplace. The home's concrete slab required some very precise technical planning in order to achieve a seamless transition from polished concrete to cork flooring. This seamless integration ensured the entire building footprint could take advantage of the radiant in-floor heat, supplied by the home's energy efficient, on demand gas boiler.



SMALLWORKS

Marble Construction Ltd. Best Special Feature: New or Renovated

This wine room feature is made of a suspended natural solid stone slab which not only maintains the weight of stone slab, but also the weight of 90 full wine bottles! Marble Construction manually crafted 186 holes to install stainless steel pins. Supported by structural metal straps and thick ply-wood, the stone slab is suspended with six steel standoffs.

The in-room cooling system allows for temperature control, while entry via double glass doors provides easy access and visibility from

the adjacent bar. Truly a piece of artwork.



MARBLE CONSTRUCTION LTD.

Euro Canadian Construction Best Townhouse Condominium Renovation \$300,000 and over

This original 1950s condo situated in the iconic Hycroft Towers, which is one of Vancouver's first concrete high-rise buildings was completely renovated by Euro Canadian Construction.

The 1700 square foot condo consisting of three small bedrooms, an ensuite, powder room, living room and dining rooms felt like a maze of closed-off rooms. Unnecessary walls blocking natural light from the windows were removed to transform this unit into a stunning one bedroom and flex.

Giving the unit a spacious feeling and a view of the city from all rooms, the design was pulled together with the natural wood mill-work which features large doors throughout the condo that gives a lot of options for hidden storage.



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Spoil mom with gifts that pamper

BEAUTY

Skin care, makeup, fragrance and lifestyle treats

Janine Falcon

5-minute-face mom: A clever compact that includes co-ordinated eye shades, blush, bronzer and highlighter makes speedy makeup a breeze, especially when its designed by a superstar artist who works on faces of all ages. *Charlotte Tilbury Beauty Glow Palette*, \$85; Available at Nordstrom.



Beauty-tech mom: In addition to a blissful three-minute neck-and-face massage twice daily, and 6x-better-than-hands cleansing, mom can enjoy firmer, bouncier skin and a more defined, lifted effect in 12 weeks. *Clarisonic Firming Massage Head* for existing Clarisonic Smart Profile units, \$79 or *Clarisonic Smart Profile Uplift Set*, \$429; Available at Hudson's Bay.

Not-dressed-without-fragrance mom: Think bouquets for mom with the *Aerin Rose Cologne* Collection, which spotlights the white Bulgarian rose in three light, spirit-lifting arrangements: *Bamboo Rose*, *Linen Rose* and *Garden Rose*. 6mL eau de cologne rollerball, \$34; 200mL spray, \$198. Available at Holt Renfrew, Nordstrom and Saks Fifth Avenue.



Sparkle-and-shine mom: Go twinsies on jewelry — that you and mom wear matching tokens of deep affection will always warm your hearts. (Sappy, but wonderfully true.) *Jenny Bird x Indigo Collection Moonbeam Cuff*, \$40 (regular price); Available at Indigo.



Entrepreneur mom: Help mom empower other moms by providing resources for small-business ventures that support women and their families in developing countries. *Plan International Canada's The Mom Shop Gift of Hope*, \$75; Visit plangifts.com.

Time-savvy mom: An ultra-thin timepiece clad in misty-rose matte nude with glimmering golden design accents goes with everything, and means mom

can check the time on the fly, without digging for her phone. *Swatch SKIN Skin watch*, \$145; Visit shop.swatch.com for retailers.

Outdoorsy mom: Particulate-matter pollution is so tiny that it can get into pores and create complexion issues, including premature aging. Update mom's skin care rituals with an activated-charcoal treatment that draws those impurities out, smooths, brightens and protects, too. *Dermalogica Daily Superfoliant*, \$79; Visit dermalogica.ca for retailers.



Bathroom-spa mom: A soothing, non-drying clarifying Italian-clay masque that serves as a deep cleanser and spot treatment. It comes in a weighty, limited-edition jar designed by Italian ceramics workshop Rometti. *Fresh*

Umbrian Clay Purifying Mask, \$75; Available at Sephora and Nordstrom.

Early-morning mom:

A lightweight, no-cord, built-in-lighting mirror makes pre-sunshine makeup application next to the coffee maker easier for mom. Bonus: 7x magnification on the flip side. *Conair Reflections LED Lighted vanity mirror*, \$49.99; Visit conaircanada.ca for retailers.



No-mess mom: A re-useable (up to three times) dry sheet mask infused with anti-aging peptides and ingredients such as Shea butter and glycerin, that help skin hold onto moisture, is an ideal no-clean-up treat for mom's complexion. *Charlotte Tilbury Instant Magic Dry Sheet Face Mask*, \$27; Available at Holt Renfrew.

In-a-rush mom: Dry shampoo between washes tempers oil at the scalp, but what about keeping the length supple and shiny? Enter dry conditioner, which detangles, softens and refreshes the rest of mom's second- or third-day 'do. *Aveda Shampure Thermal Dry Conditioner*, \$40; Visit aveda.ca for locations.



Has-everything mom: If she already has a Dyson Supersonic hair dryer, then mom really has everything — except maybe an air purifier that filters out 99.97 per cent of allergens, including pollen, pet dander and mold spores, as well as 0.3 microns. Plus it heats and cools as needed. *Dyson Pure Hot+Cool Link*, \$699; Visit dysoncanada.ca for retailers.



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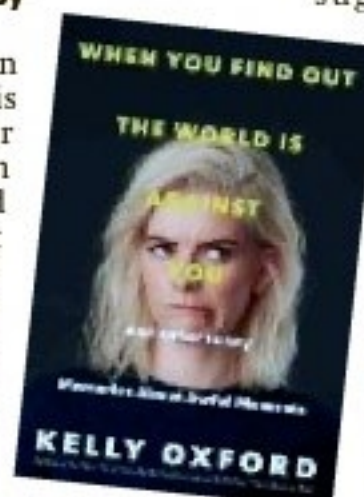
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Literary picks for the family bookworm

Amongst this crop of recently published books by moms, for moms and about moms, you'll find a book to suit the voracious bookworm, the leader of the book club, or the pool-side page-turner.

When You Find Out the World Is Against You by Kelly Oxford

Funny woman Kelly Oxford is back with her second collection of essays, filled with the sort of razor-sharp and hilarious anecdotes and observations that first catapulted the Calgary mom to Twitter fame — and to a new life in Los Angeles — years ago. Available at Indigo and Amazon.ca; \$15.99-\$46.23.



Dear Ijeawele, or A Feminist Manifesto in Fifteen Suggestions by Chimamanda Ngozi Adichie

When an old friend reached out for advice on how to best

raise her daughter as a feminist, Nigerian author Chimamanda Ngozi Adichie responded with a letter detailing 15 ideas. Now, Adichie has turned those suggestions

into a thoughtful manifesto for parents seeking to raise empowered, feminist daughters — and sons. Available at Indigo and Amazon.ca; \$9.99-\$11.40.

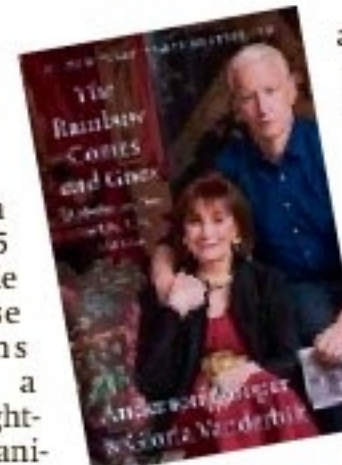
It All Begins with Food by Leah Garrad-Cole

For new moms and mothers of young children, Leah Garrad-Cole's book is a rich resource for creating delicious and wholesome meals that teach an appreciation for healthy living. The author knows her stuff; she's the founder of Love Child Organics, the highly successful maker of healthy snacks for kids

and babies. Available at Indigo and Amazon.ca; \$16.99-\$28.39.

The Rainbow Comes and Goes by Anderson Cooper and Gloria Vanderbilt

In this deeply intimate collection of personal correspondence, the famous mother-and-son duo discuss their lives with incredible candor, revealing their unique bond and their distinctive personalities. Mom may need tissues for this one. Available at Indigo and Amazon.ca; \$11.99-\$26.70.



Homegoing by Yaa Gyasi

Homecoming tells the story of Effia and Esi, two half-sisters who, born into different villages in 18th century Ghana, are unknown to one another and are cast on different trajectories that lead to disparate lives. Yaa Gyasi's masterful debut novel weaves together themes of love, race, history, geography and familial bonds. Available at Indigo and Amazon.ca; \$13.99-\$42.01. JACLYN TERSIGNI



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'I wanted the reader to be stuck in there and almost suffocate'

BOOKS

Quebec cartoonist captures the agony of being kidnapped

Sue Carter
For Metro Canada



Christophe André, an administrator working in the Caucasus with the humanitarian organization Médecins Sans Frontières, was sleeping one night when a group of men burst into his bedroom, threw a sack over his head and took him into captivity.

He was held in a series of bare apartments, his arm chained above his head to a radiator, unaware of what his kidnappers wanted, until he escaped 111 days later in Chechnya, barefooted, weak and malnourished.

André's abduction took place 20 years ago, early in the summer of 1997, but kidnapping remains an occupational hazard for employees of non-governmental organizations like MSF.



In some politically volatile countries like Somalia, Syria and Afghanistan, kidnapping is almost a rite of passage.

Quebec-born cartoonist Guy Delisle — who now lives in France where he is considered a celebrity artist — remembers reading a newspaper interview with André after his escape. Delisle was captivated by the story because most people who have returned from a kidnapping don't want to talk about their experiences.

But Delisle was struck by André's openness and a quote where he said, "He felt like a football player that scored the last goal and won the match."

The story also had a deep personal connection for Delisle. His wife Nadège is a former administrator with MSF, and his experiences travelling with their family for her job is the subject of two of his acclaimed graphic novels, *Burma Chronicles* and *Jerusalem: Chronicles from the Holy City*.

When Delisle initially met André in person, he was full of questions, and took many notes even before they left the restaurant.

"I didn't think he wanted to go into detail, but he was talking very freely about the whole thing, and he gave us the whole story from beginning to end," says Delisle, who immediately suggested to André they turn his memories into a comic.

André had no desire to write a book about the experience but agreed and provided more recordings and documents. Delisle began their interview process, and the tough work of illustrating a story where most of the action happens in someone's head.

Hostage — which Delisle started drawing in 2003 and is now being released in English by Montreal publisher Drawn & Quarterly (translated by Helge Dascher) — is a nail-biter of a tale told completely from André's point of view.

As André's captivity stretches out over months, Delisle ratchets up the tension with repetitive linework, a gloomy grey palette and tightly boxed-in panels, which just adds to the overwhelming sense of confinement. In developing the story, Delisle even took a few tips from old interviews with the master of suspense, Alfred Hitchcock.

"I wanted the reader to be stuck there, just like Christophe was, then turn the page and almost suffocate," says Delisle. "There are so many pages where you want to escape, but it's not that easy in 450 pages."

As André's body gets weaker, the earlier fantasies of returning home for his sister's wedding and his own homecoming seem impossible.

But then comes his incredible movie-worthy escape, thanks to a door left fortuitously open. Delisle suggests that while readers can imagine themselves in André's life-or-death predicament, or be confident that they would run or



Aid worker Christophe André's kidnapping ordeal is portrayed in comic book style in Guy Delisle's claustrophobic *Hostage*. CONTRIBUTED

fight, it's nearly impossible to know one's reaction under all that physical and emotional stress.

"It's really hard to imagine what you would do, because you really do have to be in that situation to realize that you can do crazy things and you are much more than you think,"

says Delisle.

"Christophe is an administrator, not an adventure guy. It really is the story of an ordinary guy in an extraordinary situation."

Sue Carter is the editor at Quill & Quire magazine.

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Jordan Hale has co-authored a critique of the book exchange system known as Little Free Libraries. EDUARDO LIMA/METRO

Bringing Little Free Libraries to book

READING

Study suggests exchanges don't quench thirst in 'book deserts'



David Hains
Metro | Toronto

For years now, charming little "take-a-book, leave-a-book" structures have been popping up on homeowners' lawns across Canada and the world.

Although many of us have noticed these conveniently late-free libraries, fewer people know they're overseen by Little Free Library, an American non-profit with 50,000 registered mini-libraries worldwide.

The organization's stated mission is to inspire a love of reading, build community, and increase access to books, especially in so-called "book deserts," where public libraries and bookstores are scarce. Fees to register a book box start at \$49 US.

And some radical librarians say supporters of Little Free Library aren't seeing the bigger story.

In a study published in the Journal of Radical Librarianship (it's a real thing!) Ryerson University librarian Jane Schmidt and University of Toronto ref-

erence specialist Jordan Hale argue that the neighbourhood mini-libraries don't live up to their goals.

Hale and Schmidt mapped out the locations of the registered take-a-book, leave-a-book fixtures in Toronto and Calgary. They found the sweet little structures are located mainly in majority-white, affluent neighbourhoods well-served by public libraries — not the book deserts most in need.

"Who could critique a little birdhouse of books?" Hale rhetorically asked Metro, adding that she has an issue with the Little Free Library organization, and not the idea of swapping and sharing books.

But her paper does just that. "We posit that in absence of any research or evidence of an issue to be addressed ... simply encouraging literacy in an already information-rich and privileged environment

is hardly a heroic charitable act," Schmidt and Hale wrote.

The publication has been met with scorn from some in the library community, including on Library Journal's Annoyed Librarian blog, whose pseudonymous author wrote, "The entire article could have been boiled down to this sentence: Little Free Libraries claim to put books in places without public libraries, but that's not true in Toronto and only partially true in Calgary, and they are not politically radical and therefore are bad."

As far as watering book deserts goes, Little Free Library does provide no-cost depots through a donor-driven fund.

The non-profit told Metro they have set up hundreds of units through the donor program, including 40 in the past eight months in the U.S., and look to continue to add more.

"Through these little libraries, millions of books are shared each year," spokesperson Margret Aldrich wrote in an email.

Hale expressed concern that some jurisdictions turn to Little Free Libraries following cuts to full-scale libraries and that they are not an adequate substitute.

She encouraged people to support their local public library and literacy initiatives in communities that need them most.

WITH FILES FROM GENNA BUCK

Simply encouraging literacy in an already information-rich and privileged environment is hardly a heroic act.

Jordan Hale

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What's the Guardians' origin story

So you've just seen the latest Guardians of the Galaxy movie and want to find out more about the characters? Well, don't look in the original Guardians of the Galaxy story, because it has only one character who has become a regular in the films. Fortunately, Marvel comics history is completely clear and never confusing or bizarre, so we can easily bring you up to speed on the backgrounds of moviegoers' second- or maybe third-favourite space team. **JAIME WEINMAN** TORSTAR NEWS SERVICE



Star-Lord

In Peter Quill's original appearance, he was born because the planets aligned and caused his mother to give birth to an immaculately conceived miracle child. Later writers thought this was too sacrilegious, so they decided that his mom just had sex with an alien. After his mother was killed by space visitors, Peter gained a racist hatred of all aliens and became the Star-Lord to "make those spacemen pay!"

Yondu

The only movie principal who was in the original Guardians story. But instead of hanging around with Star-Lord, he teamed up with a different Earth kid to attack a race of evil space lizards by shooting arrows at them. Recently, Marvel replaced this Yondu in the comics with a different Yondu, who looks like Michael Rooker and hangs around with Star-Lord. You know, for artistic reasons.



Drax the Destroyer

In the comics, he was a dad who was driving home from an Elvis Presley concert when Thanos attacked his car, killing him. He was brought back to life as a super-strong green man. Then he was killed again by his telepathic priestess daughter, and when he came back to life again, his power was enhanced but he'd lost all his intelligence. In comics, stupidity is a superpower.



Gamora

Just like in the movies, she became a deadly warrior after her family was killed. However, in the comics, her family was killed not by Thanos, but by a New Age church. So she went back in time to wipe out the entire church. She joined the Guardians of the Galaxy after getting possessed by an alien hive mind that was totally not a ripoff of the Borg.



Groot

In the '60s, before superheroes took over, the biggest fad in comics was for monsters. So Stan Lee and Jack Kirby created a story about a talking tree monster named Groot. Unlike the version we know (and adore), this one could talk. And talk. And talk.



Mantis

A Vietnamese ex-prostitute who married a tree (not Groot, another tree). After becoming pregnant with the half-human, half-plant, she changed her name to Willow and then Lorelei so her creator could use her at two other companies without getting sued. After becoming Mantis again, she split into five different people, then helped form the new Guardians by brainwashing most of the other members into joining.



Nebula

She was created as a mercenary villain who delighted in wiping out alien races, trying to take over the universe, and having actual hair. On the screen she is portrayed as an adopted daughter of supervillain Thanos. She is augmented and converted into a cyborg.



Rocket Raccoon

The first time he appeared, in the same 1970s black-and-white magazine that introduced Star-Lord, his name was "Rocky Raccoon." But when he moved to the colour comics, his name was changed to Rocket, to avoid the wrath of the deadliest creatures in the universe: Paul McCartney's lawyers.



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U2 find what they're looking for...in B.C.

WORLD TOUR

Vancouver has become Irish rockers' go-to starting point

They might sing something suggesting the opposite but legendary rockers U2 have clearly found what they're looking for — and it's here in Vancouver.

The famed Irish band is drawing plenty of local attention with a return to the city for the launch of the 30th anniversary Joshua Tree tour on Friday.

It's the second time they've picked Vancity as the starting mark for a tour — it was almost exactly two years ago that they kicked off support for the album *Songs of Innocence* in the B.C. city. They also chose Vancouver as a base for rehearsals in 2005 before embarking on the *Vertigo* tour.

Unlike past shows, the band

is performing its 1987 album *The Joshua Tree* in its entirety each night.

Social media has been flooded with Vancouverites revelling in the band's arrival to the city where they've been rehearsing since earlier this month. Some fans have posted clips from outside the BC Place stadium where echoes of the songs could be heard through the walls.

Here are five things about the tour and the band's Canadian connections:

1 Huge demand

While U2 packs stadiums on every tour, it's shocking to consider they originally planned to mark the highly anticipated Joshua Tree anniversary with a very short run of dates. Bono recently told BBC Radio 2 that he intended to perform "three, four or five" shows to honour the occasion. Instead, the tour ballooned to 33 shows covering North America and Europe.

2 Timely commentary

Rarely has U2 shied away from a political statement and this tour will be no exception. The band has licensed two poems by Canadian parliamentary poet laureate George Elliott Clarke to appear as projections before every show. *Kaddish* for Leonard Cohen was written as a tribute to the late Montreal songwriter, while *Ain't You Scared of the Sacred* addresses the Quebec City mosque shooting in January that left six people dead.

3 Love for Canada

The band's return to Vancouver coincides with Canada's year-long sesquicentennial celebration. Bono famously honoured the country during a 2003 Liberal convention for incoming prime minister Paul Martin by saying, "I believe the world needs more Canada." Since then, variations of the rocker's tribute have been

repeated by other famous admirers, including former U.S. president Barack Obama.

4 Why Vancouver?

Finding reasons to extend their visits to the city are easy for Bono and his crew. In 2015, the singer told Vancouver radio station Rock 101 that Vancouver offered a welcoming vibe that helped the band overcome its pre-tour insecurities.

"We always had a thing with Canada in general, but Vancouver has been very, very welcoming of us at a time when we're very fragile," he said.

"Because you get quite vulnerable when you are preparing to launch a tour. And I know that sounds odd, but there is a level of nausea, and sort of, you feel ill in the pit in your stomach. It's a really anxious time.... Here in this city we feel very free. And I like to get out of the city and



Bono, The Edge and U2 will be playing their seminal album *The Joshua Tree* in its entirety on this tour. THE CANADIAN PRESS

I go wandering, I go cycling, I get lost around here, and I like getting lost in B.C."

5 Public sightings

Several fans spotted Bono on his numerous outings throughout the city. He was

seen taking a ferry ride on False Creek and winding down at comfy Gastown cocktail bar the Diamond. Larry Mullen, the band's drummer, was seen clearing his head with a walk down the seawall.

THE CANADIAN PRESS

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Richmond condo The Gardens in full bloom

Project overview

Dahlia at The Gardens is the final tower in Townline's master-planned community in Richmond. It's an eight-storey mid-rise with concrete condominiums featuring 128 units overlooking a 12-acre park. Sales begin this summer with registration happening now.

Housing amenities

Dahlia is part of the master-planned community The Gardens, which offers a shared amenity package that includes a fitness centre, basketball and badminton courts, conference rooms and a shared green space. Call the sales centre for detailed housing amenities.

+ DETAILS

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Occupancy: TBD
Sales centre: 10880 No. 5 Rd., unit 140
Phone: (604) 271-3331
Website: gardens.townline.ca



DAHLIA AT THE GARDENS

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Location and transit

Steveston Highway and No. 5 Road have buses to carry residents around the city, or to Richmond-Brighouse SkyTrain Station. From the Canada Line access into Vancouver and the downtown core is roughly 15 minutes. Drivers can use these major thoroughways to reach Metro Vancouver quickly.

In the neighbourhood

Richmond is a culturally diverse neighbourhood bridging Vancouver and the rest of the world with YVR airport. Riverport's entertainment district lies to the east, visit the famed Steveston Village and fisherman's wharf to the west, or stay right by home to enjoy local cafes, restaurants and grocers.



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10 Holding employers accountable



WORKING FOR A #FAIRFUTURE

Issue 1 • Volume 1

A SPONSORED FEATURE BY PEPPER MEDIA

Thursday, May 11, 2017

Strengthening the foundations of Canada's workplaces

When Ontario's 60 Loblaws Great Food and Superstores introduced fair scheduling pilots in a deal struck with the United Food and Commercial Workers union, the lives of part-time workers became significantly less stressful overnight. With advance notice on schedules from three to 10 days, employees could now book child care and plan family events with confidence.

Another deal between Unifor Local 414 and the Metro grocery chain guaranteed

“You can also profit by paying fair wages and treating employees with respect; earning their loyalty and commitment.”

Dr. Kendra Coulter,
Professor, Centre for Labour Studies,
Brock University

workers a minimum of 15 hours a week after one year of employment and 24 hours a week after eight years.

These are the kinds of moderate but critical measures that can change the lives of the four million Canadians – about 25 per cent of all workers – who earn \$15 or less per hour and often work in insecure, part-time positions. (Almost a third of younger workers are in temporary jobs.)

“Canadians are feeling greater stress about their own work lives and those of future generations, for good reason,” reported Dr. Kendra Coulter, a labour studies professor at the Centre for Labour Studies at Brock University. Low pay, erratic hours and little job security are

key issues as employers increasingly rely on part-time workers, often hiring new employees even when existing staff want more hours.

“Most people can't get by with so few hours, particularly when combined with a low hourly wage. Unemployment is a problem and so is underemployment,” Coulter says.

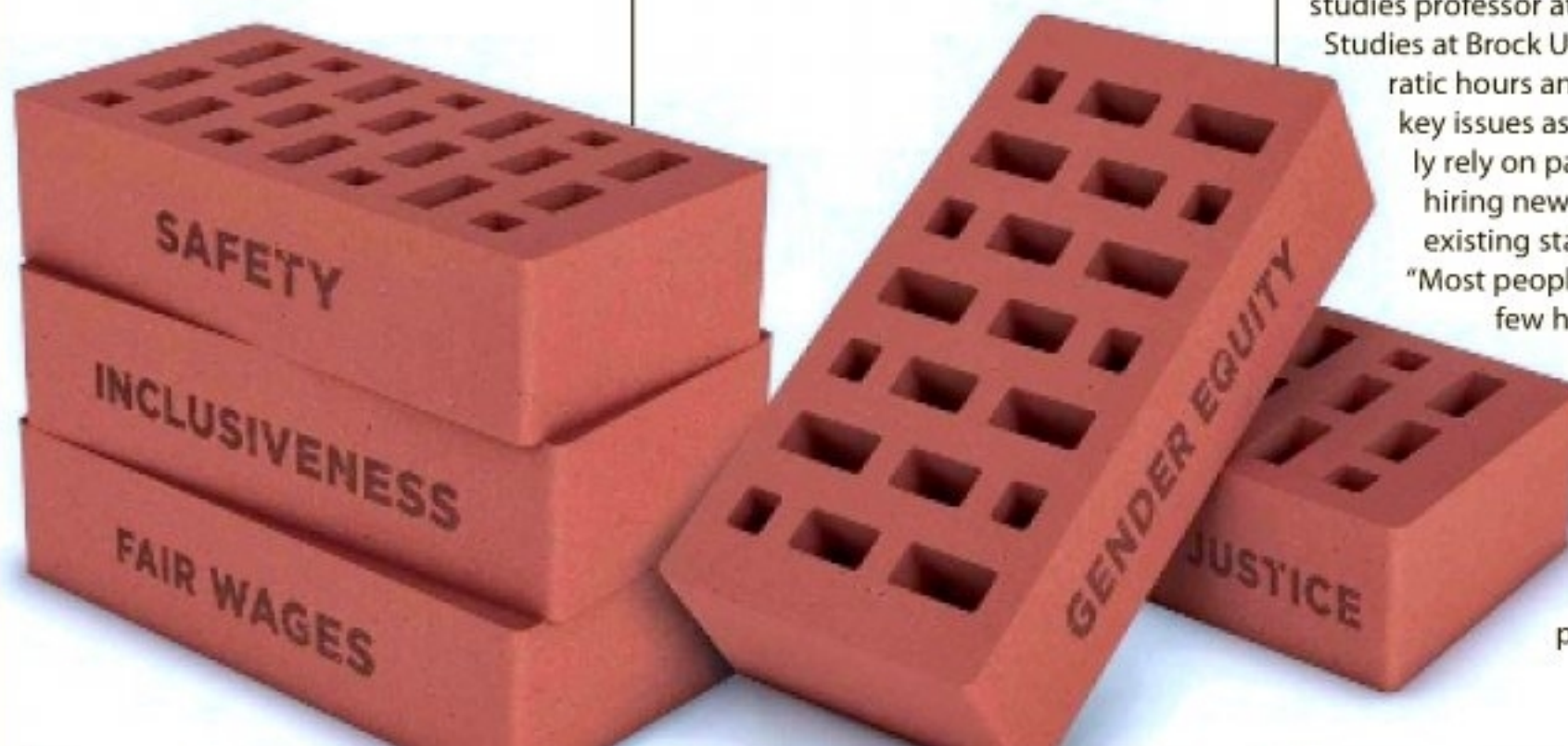
Fortunately, progressive-minded

companies are increasingly collaborating with unions to leverage the benefits of fair employment practices. “You can also profit by paying fair wages and treating employees with respect; earning their loyalty and commitment,” Coulter noted.

Samia Hashi, who recently helped to unionize her own workplace at Bell TV, agrees that unions play an important role in ensuring fairness. As a panelist at a recent Young Workers Conference, she said, “Although at times, meeting our objectives and bringing about change can be a long task, we must always keep at it – action can make a difference!”

“If more people have a bit more money, they are healthier, happier, able to contribute more fully to society and, of course, they spend it, usually close to home. Many employers in countries like Sweden and some here in Canada have learned these lessons and are prospering.”

Workers and governments also have critical roles to play in creating a stable employment future that offers benefits for all stakeholders, Coulter says. “Through commitment and political will, it is possible to grow the economy in sustainable, healthy and ethical ways – so people not only have careers, but can be proud of what they do.” ■



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OPINION

Making jobs better, for a fair future



by Hassan Yussuff,
Canadian Labour Congress
President

Feeling on edge lately because of work? Maybe you don't know when your next shift will be, or you can't scrape together enough hours to make ends meet. Maybe you're worried about getting sick and not being able to take time off. Or maybe you or someone you love can't find a job at all.

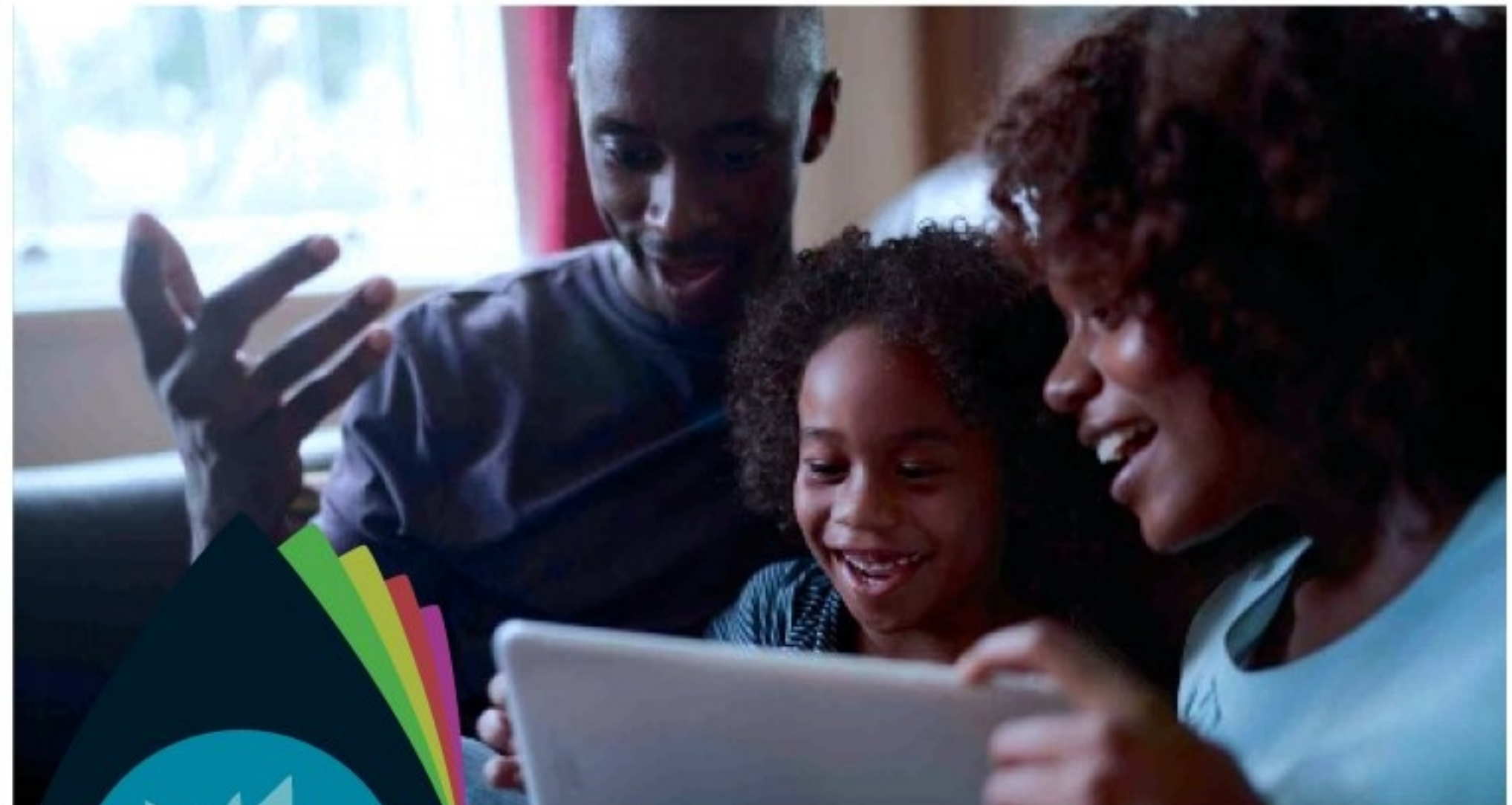
Unfortunately, more and more Canadian workers are struggling to establish their careers. Instead of actually sharing in the benefits of the much-hyped "sharing economy," average people are living precariously in today's labour market. For the first time in history, young Canadians are expected to earn less than their parents.

So I can't help but look at my own nine-year-old daughter with concern about what the future will hold for her. Will she be able to find secure, meaningful, full-time work? Will she be mired in a precarious existence for her lifetime? Is my generation leaving hers behind?

Many of today's young workers may never know the benefit of a lifelong career. Instead they will cycle through a lifetime of revolving door employment that is being dubbed the "job churn." Almost one-third are currently in temporary jobs, many work for multiple employers, and they are twice as likely to be unemployed. Despite being the most educated generation in history, young Canadians today struggle to find jobs that match their qualifications.

The consequences are more than just financial. In a recent survey by the Ontario Federation of Labour, nearly one-third of precarious workers said their most significant concern was how their work situation impacted their emotional health. That is a dramatic stress tax to pay for employment, and it isn't what my generation and my parents' generation wanted for our children and grandchildren.

Unions believe we can do better. We can work together to build a fair future, instead of relying on an unstable foundation of part-time, temporary, low-wage jobs.



Fairness in our changing world of work starts with raising the minimum wage to at least \$15/hour, because working for a living shouldn't mean living in poverty.

Unions are working with federal and provincial governments to win better province-wide and national standards for workers, and help all Canadians build a better future for generations to come. ISTOCKPHOTO.COM

Fairness in our changing world of work starts with raising the minimum wage to at least \$15/hour, because working for a living shouldn't mean living in poverty. Right now, Alberta is leading the way as they phase in a \$15 minimum wage by 2018, and unions are working hard to convince other provinces and the federal government to do the same so there is a national standard for all Canadian workers.

Next, workers need predictable hours and paid time off for illness or emergencies. Otherwise they're left making the same impossible choices between family, health and work.

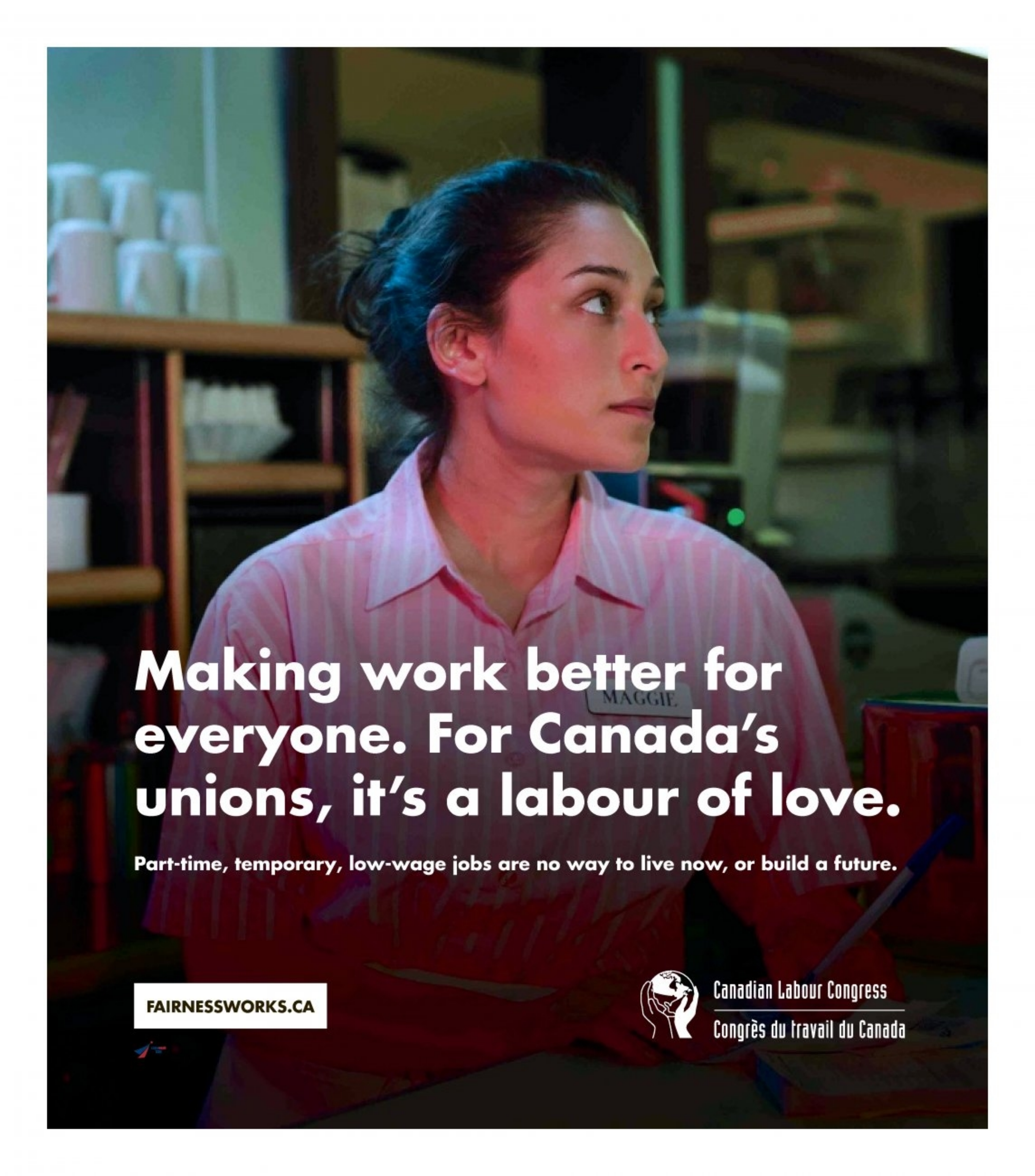
Many grocery store workers have felt the reality of unpredictability over the past several years, but recently, groups have started working with their unions to tackle that issue. More than 10,000 part-time workers at Ontario's Loblaws and Superstores won fairer scheduling and better hours. These workers now get minimum hour guarantees, and 10 instead of three days' notice when they have to work. Thousands of Metro store workers won similar improvements, which makes achieving work-life balance much easier, especially for parents or those working multiple jobs.

Another way unions are building a fair future is ensuring no worker ever has to choose between losing their job and staying in a violent relationship. As a result of unions' work, the Manitoba government passed legislation last year allowing a combination of paid and unpaid leave to victims of domestic violence seeking safety from abusers. Similar legislation is being considered in Ontario and Saskatchewan.

As our workplaces and communities change, unions are stepping up to meet the challenges in new ways. Unions are working with federal and provincial governments to win better provincewide and national standards for all workers, like the recent new restrictions on federal unpaid internships, a ban on asbestos and better pensions for everyone.

We're working with environmental and community allies to develop strategies for a just and fair transition for workers in industries affected by climate change. Together, we're building a vision of a clean growth economy that creates jobs, keeps communities thriving and reduces greenhouse gas emissions.

Together, we can do right by our children and grandchildren – we can turn the tide on precarious work and build a fair future for all Canadians. ■



Making work better for everyone. For Canada's unions, it's a labour of love.

Part-time, temporary, low-wage jobs are no way to live now, or build a future.

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Canadian Labour Congress

Congrès du travail du Canada

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ENERGY

Green shift: Ensuring justice for Alberta's coal workers

With Alberta moving to phase out coal-fired electricity generation in the province, a coalition of workers who will be affected has created a blueprint for a "just transition" plan focused on jobs, affected workers and their communities.

The Coal Transition Coalition's report looks at past successes and failures of other jurisdictions and recommends the government establish an Alberta Economic Adjustment Agency to manage the transition.

"The workers who have dedicated their careers to keeping the lights on need to be supported as they face the closure of coal-fired electrical plants and associated mines," Coal Transition Coalition chair and Alberta Federation of Labour president Gil McGowan says. "This government is a global leader and innovator in climate change policies – it can also be a leader in creating a path forward for workers in industries affected by these policies."

The coalition represents more than 3,000 workers concerned about fairness in terms of pensions, severance, labour-retention strategies and other workforce issues, such as economic diversification.

Last November, the Government of Alberta promised \$195 million to support the transition.

In a statement, Economic Development Minister Deron Bilous says he has seen first-hand how phasing out of coal creates uncertainty for workers and their families.

"We are working respectfully and collaboratively with labour leaders and their members, power companies, the federal government and local governments to provide stability and build an economy for the future in coal communities," the minister says.

Bilous says the province worked with the federal government to secure an exception that could allow affected coal plants to continue operating past federally mandated end-of-life dates, by converting to non-coal-fired generation, including with natural gas.

The Alberta government has agreed to provide payments to three electricity companies – TransAlta, Capital Power and ATCO – to compensate for past coal-related infrastructure investments and provide options for them "to transition to new

“ We feel strongly that 'just transition' policy has to involve more than ensuring employers fulfil their severance obligations. We need plans for retraining and redeployment of people to other jobs. **”**

Gil McGowan,
Coal Transition Coalition chair and Alberta Federation of Labour president

electricity generating methods that would create long-term economic opportunities for the communities they operate in," says Bilous.

In return, the companies have agreed to fulfil existing and future legal obligations to employees, including severance and pension obligations.

The province appointed an Advisory Panel on Coal Communities to consult with economic development organizations, workers, labour and local leaders about the community impact of the coal phase-out – and how to best support coal communities through this transition.

According to Bilous, the "especially valuable" reports of the Coal Transition Coalition will be included in the panel's feedback to government later this year.

"We are very encouraged by the steps the government has taken so far, but we still need to do more work," says McGowan. "We feel strongly that 'just transition' policy has to involve more than ensuring employers fulfil their severance obligations. We need plans for retraining and redeployment of people to other jobs." ■



United Steelworkers 1595 member Debbi Labrecque, who works at the Highvale Mine west of Edmonton, is one of 3,000 Alberta workers to be affected by the planned phase out of coal-fired electricity. SUPPLIED

POLICY

What is a just transition for workers?



The transition to a clean economy – one that runs on clean energy instead of fossil fuels – holds great promise, but as Canada moves towards that goal, one group of workers cannot be forgotten: those whose careers have been tied to the fossil-fuel economy being phased out.

A just transition involves industrial transformation that will eliminate dependency on fossil fuels and completely overhaul the energy sector. It also requires policy that creates new jobs designed to reduced greenhouse gas emissions – so-called "climate jobs." Finally, it means looking out for the workers from the fossil-fuel energy industry, finding and offering appropriate compensation and, if needed, skills training.

All three pillars – industrial transformation, development of clean energy jobs and fair transitioning of employees – are "interdependent and interrelated to the point where all three must work together – one without the others won't work," says Tony Clarke, chair of the Green Economy Network.



25,000 jobs on the line

The last time the U.S. imposed duties on Canadian lumber, 15,000 jobs were lost within months. Canada's resource communities can't afford to take another hit like this.

Visit unifor.org/softwood and tell the federal government to stand up to the Americans and save Canadian forestry jobs.

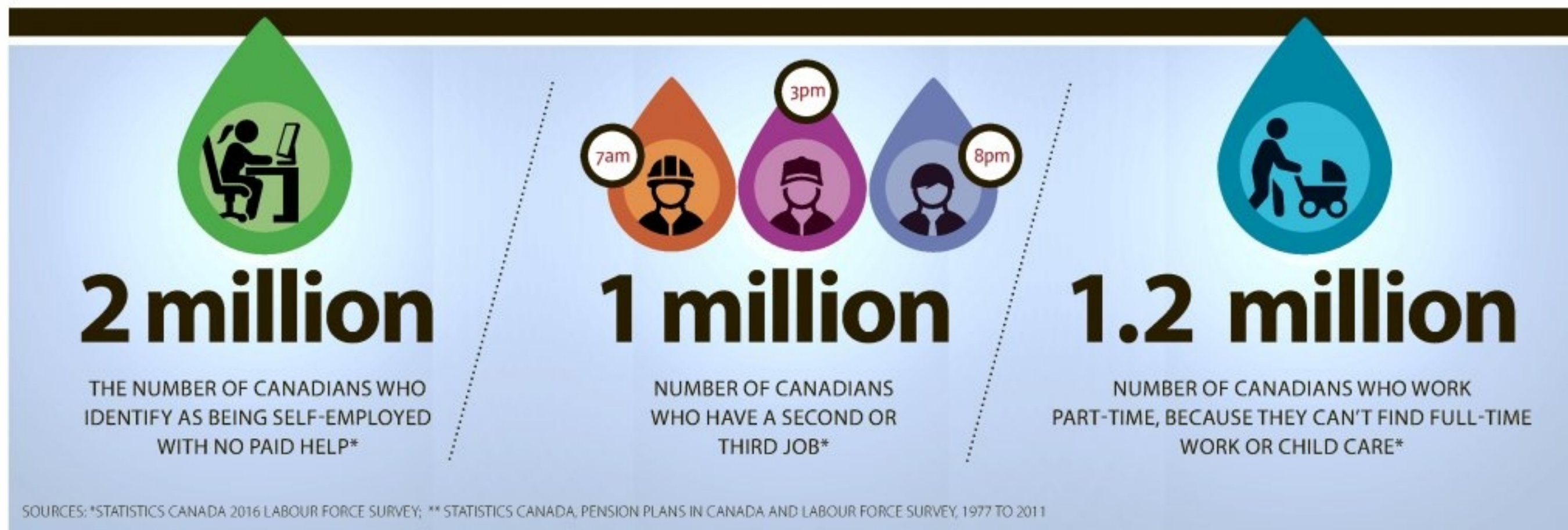


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BY THE NUMBERS

Are you living on the edge?

Latest statistics portray the precarious lives of Canadians workers



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CHANGE BETWEEN THE EARLY '90S TO 2011
IN THE PERCENTAGE OF CANADIANS HAVING A
REGISTERED PENSION PLAN**

ANALYSIS

The “gig economy”

Are companies like Airbnb and Uber the harbingers of a utopian ‘sharing economy’ where everyone benefits? Or are they lowering job standards and raising housing prices? Some say it is time to take a closer look.



In Seattle, for example, Uber driver Takele Gobena invested \$14,000 in a car after being assured he would earn at least \$25 an hour driving passengers. But with commissions, fees and auto expenses, he often netted about \$3 an hour. After failing to make even minimum wage, after working up to 14 hours each day for Uber and Lyft, Gobena was instrumental in unionizing Seattle’s drivers. “We just want a voice,” he says.



Lis Pimentel, president of UNITE HERE Local 75, which represents hospitality workers, is campaigning for Airbnb oversight and regulation in the Greater Toronto Area. She says about 6,000 homes are currently listed on Airbnb in Toronto. “That is similar to three Royal Yorks and a Sheridan Centre operating with no accountability of any kind,” she said in an earlier interview.



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Over 78,000 teachers, occasional teachers, and education professionals are dedicated to defending and improving publicly funded, public education in Ontario. The Elementary Teachers' Federation of Ontario knows that we cannot do this alone so we have embarked on a series of community forums and consultations about our schools. Our union, working in solidarity with communities and advocacy groups, is committed to building better schools and a more just Ontario.



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EQUITY

Addressing the gender wage gap

It's 2017, but Canada's working women are still making less money than men, a disparity that runs through all sectors of employment.

Although women in Canada are legally guaranteed equal pay for equal work – meaning that men and women working in the same job get the same pay – wage discrimination exists in jobs of equal value in fields traditionally dominated by women.

"Some jobs traditionally performed by women are given less value," says Vicky Smallman, director of women's and human rights at the Canadian Labour Congress. "For example, truck drivers, who are often men, are paid more than child care workers, who are often women."

The situation is even worse for women who are indigenous, racialized or who have disabilities, she says.

Pay equity can combat that kind of wage discrimination by requiring employers to

evaluate and compare jobs based on gender-neutral criteria, Smallman says. Ontario and Quebec have laws that require pay equity, but they only apply to sectors within provincial jurisdiction, and Ontario's only applies to public-sector workers.

"We want the same rules for federal jurisdictions, such as transportation and fisheries," Smallman says. "We want the federal government to table the proactive legislation suggested by its Pay Equity Task Force in 2004. They've promised to table it by 2018, but why not now?"

Unions, she says, are also negotiating with employers to address systemic discrimination.

"Just being part of a union helps narrow the wage gap," she says. "We negotiate fair wages for workers, but having legislation gives us tools to address systemic wage disparity." ■



The Canadian Labour Congress is asking the federal government to table the proactive legislation suggested by its Pay Equity Task Force in 2004, and bring pay equity to women. SUPPLIED

FAIRNESS

Seeking economic justice:

Pay equity, child care and domestic violence leave

PAY EQUITY: Despite the inclusion of 113 action items in the 2004 Pay Equity Task Force report, work traditionally performed by women continues to pay lower wages. The federal government says it will enact legislation by 2018. Why not 2017?

CHILD CARE: A national child care system would address sky-high fees and help parents, especially women, join the labour force. Let's get it done.

DOMESTIC VIOLENCE LEAVE: A third of workers in Canada have experienced domestic violence. Paid leave helps victims escape without fear of job loss. Manitoba's government recently granted five days. The rest of Canada should follow suit.

Canada is stronger with quality public services

Members of the Public Service Alliance of Canada know first-hand the impact that years of cuts have had on the quality of Canada's public services.

We have urged the federal government to substantially restore and improve these services. We are encouraged by recent investments in food safety and transportation infrastructure, but much more is needed to restore the services Canadians rely on.

The federal government also requires a stable, permanent workforce with adequate resources in order to consistently deliver the high-quality public services Canadians deserve. Turning public services over to private companies to turn a profit and relying on workers in precarious jobs means lower quality services and higher costs to Canadians.

Our members are committed to

- keeping the food we eat and the medicines we use safe
- helping our veterans
- protecting our environment
- maintaining our national parks and historic sites
- supporting immigrants and refugees
- working to keep illegal drugs and guns out of our country
- making sure our seniors are receiving their CPP, Old Age Security and Guaranteed Income Supplement cheques

These are just a few of the public services our members provide. Supporting the people who deliver the vital services Canadians depend on is in everyone's interest.

In 2015, Canadians voted for the promise of real change. Stronger public services are part of the change they wanted.

A message from National President Robyn Benson, on behalf of 180,000 PSAC members.



Public Service Alliance of Canada
Alliance de la Fonction Publique du Canada



OUR MEMBERS ARE WORKING FOR CANADIANS EVERY DAY

The Public Service Alliance of Canada represents more than 180,000 workers in every province and territory in Canada and in locations in other parts of the world.

PSAC continues to grow and evolve. Our varied membership includes not only federal public service workers but workers in post-secondary institutions, in territorial governments and northern cities and towns, and in services such as women's shelters, among others.



Visit fairnessworks.ca to learn more about how unions support all Canadians.

THE WESTRAY LAW

Holding employers accountable for safety

In the early morning of May 9, 1992, an explosion at the Westray Mine in Pictou County, Nova Scotia, killed 26 miners working underground.

It was one of the deadliest mining disasters in Canadian history. The United Steelworkers lobbied for years and in 2004 won changes to the Criminal Code – known as the Westray Law – that made it possible for police to lay criminal charges when corporate negligence results in a workplace death.

Despite this legal change, to date only four corporations have received a criminal conviction, and only one has been sentenced to prison.

"When criminal negligence results in a worker's death, it is a crime and should be treated that way," said USW Canada National Director Ken Neumann.

Christian Bruneau has experienced the flaws in the system first-hand. His son, Olivier Bruneau, was killed in a construction accident in Ottawa on March 23, 2016. Almost a year later, the Ministry of Labour has laid charges against Bruneau's employer, but a criminal negligence investigation by police has stalled.

"Every worker in the industry has the right to assume that he will go back home at the end of the day and look after his loved ones. This is a right," Christian Bruneau said to the crowd at the Ottawa Day of Mourning event last year.

“Steelworkers campaigned long and hard to prevent these kinds of workplace tragedies, but if the law isn't enforced, employers can keep cutting corners and risking workers' lives.”

Ken Neumann,
Canada National Director, United Steelworkers

"That right was compromised when the workplace was not safe. Olivier did not come back home on [March] 23rd, and the life of his family was forever devastated," he added.

"Steelworkers campaigned long and hard to prevent these kinds of workplace tragedies, but if the law isn't enforced, employers can keep cutting corners and risking workers' lives," Neumann said.

The Canadian Labour Congress and USW are calling on government to mark this year's 25th anniversary of the Westray explosion by acting now to ensure enforcement of the Westray Law.

In response to unions' call, the federal government has committed to working

with the Canadian Labour Congress (CLC) and its members, with employers, and with provincial and territorial partners on the issue. This includes doing more to ensure labour inspectors and law enforcement officials are trained in provisions of the law, and sharing best practices across jurisdictions.

In an online petition at *Remember Westray.ca*, the CLC is calling on provinces and territories to work closely with the federal government on an urgent action plan to close the enforcement gaps.

"There are clear steps our governments can take to prevent more families going through what the Bruneaus are facing," CLC president Hassan Yussuff added. ■



Top: The Canadian Labour Congress and the United Steelworkers are calling on government to mark this year's 25th anniversary of the Westray tragedy by ensuring enforcement of the Westray Law, which can hold employers accountable for workplace deaths. Bottom: Wreaths mark the National Day of Mourning for Canadian workers killed or injured on the job, Ottawa, April 28, 2016. SUPPLIED

ISLAMOPHOBIA

Standing against racism and discrimination

Unions use collective bargaining to push for fair wages and benefits, as well as advance workers' human rights and protect against discrimination.

In a recent case, a food-service subcontractor at York University in Toronto denied a supervisory position to an employee because of her Muslim practices, including the wearing of a "hijab" head scarf.

The employee filed a human rights complaint, and her union, UNITE HERE Local 75, filed a grievance. She was then awarded a supervisor's position in the bargaining unit.

"We believe this positive outcome would not have occurred had she not stood up for herself and been supported by the union," says David Sanders, organizing director of Local 75. "This past

fall and winter, her and other workers' experience with racism and Islamophobia helped lead the union and campus allies to forge a strong coalition going into collective bargaining and this spring's strike. "The employees were also making pov-

erty wages, and we negotiated a breakthrough agreement with a \$15 per hour minimum wage for all workers," he says.

Concerned that the U.S. travel ban against primarily Muslim countries has further inflamed Islamophobia, the Ca-

nadian Labour Congress and the AFL-CIO in the U.S. jointly affirmed their commitment "to ensuring that our societies are welcoming and egalitarian, and that we pursue policies that respect the dignity and rights of all working people." ■

FILM

Virtual-reality film simulates refugee camp experience

Imagine living in a refugee camp in your home community. Canada's unions have offered Canadians a glimpse of that experience with a unique, immersive "Refugee Crisis" video. With a 360-degree view, the video simulates the harsh reality of being forced to flee your home as a refugee – as if it were happening in a Canadian town.

[facebook.com/fairnessworks.ca]

This online film is part of unions' ongoing work to support refugee resettlement efforts. "We felt it was important to help Canadians understand what people go through before they arrive here as refugees," says Marie Clarke Walker, executive vice president of the Canadian Labour Congress (CLC). "The Syrian refugees we are now taking in have lived in a war zone, which is a remote experience to most Canadians.

When you can live in someone else's shoes, you develop more compassion and empathy," she adds.

Canada's unions also raised over \$300,000 for refugee families, and the CLC developed a resource kit to encourage members to donate money and household items, and build friendships with refugees.



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The PWU is a Canadian Union that has helped set the standards for public and worker electrical safety. For more than seven decades, the PWU has worked hard to ensure that our employers are successful and sustainable and that our members receive their share of that success.

We negotiate the best in sustainable wages, benefits and working conditions for our members.

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Hip-hop artist Travis Scott has designed the Rockets' T-shirt giveaway for Game 6 against the Spurs emblazoned with the team slogan "Run As One"

Capitals' woe status quo is

2017 PLAYOFFS
ON TO THE EASTERN FINAL

Washington will go down as regular-season winners again

Marc-Andre Fleury turned back the clock with a brilliant 29-save shutout, Bryan Rust and Patric Hornqvist scored and the Pittsburgh Penguins beat the Washington Capitals 2-0 in Game 7 on Wednesday night to advance to the Eastern Conference final.

The defending champion Penguins are eight victories away from another Stanley Cup and will have home-ice advantage against the Ottawa Senators. The Presidents' Trophy-winning Capitals failed to get beyond the second round for the seventh time in as many chances in the Alex Ovechkin era.

Rust was again a hero in a



Sidney Crosby and Marc-Andre Fleury celebrate Wednesday. GETTY IMAGES

crucial game for Pittsburgh, scoring his eighth goal in 12 career games facing elimination or with the chance to eliminate an opponent. Fleury looked like his old self from the start of the series if not his 2009 Cup run in frustrating the Capitals.

Braden Holtby made 26 saves in a losing effort.

Despite it being the second round, this Game 7 had the

GAME 7 In Washington



feel of a deciding game of the Stanley Cup Final with the top two teams in the NHL facing off. After Pittsburgh took a 3-1 series lead, Washington roared back to tie it and seemed to have all the confidence.

When the Capitals had the game's first four shots, Fleury was there to weather the storm and the Penguins responded with the next six. It took until 8:49 of the second period for Pittsburgh to silence the crowd as a failed clear by Matt Niskanen got the puck from Sidney Crosby to Jake Guentzel to Rust for his fifth goal of the playoffs.

THE ASSOCIATED PRESS



NBA PLAYOFFS WIZARDS FIND GREEN TO BE MEAN Celtics guard Avery Bradley rises up to dunk home two of his game-high 29 points against the Washington Wizards in Game 5 of their second-round series on Wednesday night in Boston. The Celtics cruised to a 123-101 victory to take a 3-2 series lead. The Cleveland Cavaliers await in the Eastern Conference final. MADDIE MEYER/GETTY IMAGES

IN BRIEF

Blue Jays walk off while the Goins gets good

Ryan Goins singled with the bases loaded to score Ezequiel Carrera and give the Toronto Blue Jays an 8-7 walk-off victory over the Cleveland Indians on Wednesday night at Rogers Centre.

Carrera started the rally with a one-out single off Cody Allen (0-1), who issued back-to-back walks to Justin Smoak and Steve Pearce. THE CANADIAN PRESS

M's take series in Philly

Carlos Ruiz hit a three-run double against his old team, Robinson Cano and Danny Valencia homered and the Seattle Mariners beat the Philadelphia Phillies 11-6 Wednesday.

Ruiz earned another standing ovation a day after he returned and was honoured with a video tribute that highlighted his career with the Phillies. The former All-Star catcher was 3 for 30 this season before clearing the bases with a liner off the left-field wall in the seventh inning.

Seattle swept the two-game series after rallying from a pair of four-run deficits in a 10-9 win Tuesday.

THE ASSOCIATED PRESS

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MAKE IT TONIGHT

Gingery Grilled Salmon and Zucchini



PHOTO: MAYA VISNEN

Ceri Marsh & Laura Keogh
For Metro Canada

Get your brain food with this salmon dish that is the perfect meal after a busy day when your mind is working at half capacity but dinner still needs to be made.

Ready in 55 minutes

Prep time: 25
Cook time: 35
Serves: 4

Ingredients

- 3 filets of salmon
- 2 or 3 small zucchinis
- 1 tsp grated ginger
- ¼ cup soy sauce
- 2 Tbsp rice wine vinegar
- 1 Tbsp sesame oil

Directions

1. Soak wooden skewers in water

for at least 20 minutes. Whisk together the ginger, soy, vinegar and sesame. Place salmon filets in the marinade for 20 minutes

2. Remove the salmon from the marinade and cut the filets into chunks – maybe 1 x 2 inches – and set aside.

3. Slice the zucchini into rings and toss in the marinade quickly. Thread the fish and veggies onto the wooden skewers.

4. Preheat your grill or grill pan to medium high and wipe the grill with oil. Place the skewers over the heat and give each side about three minutes before turning.

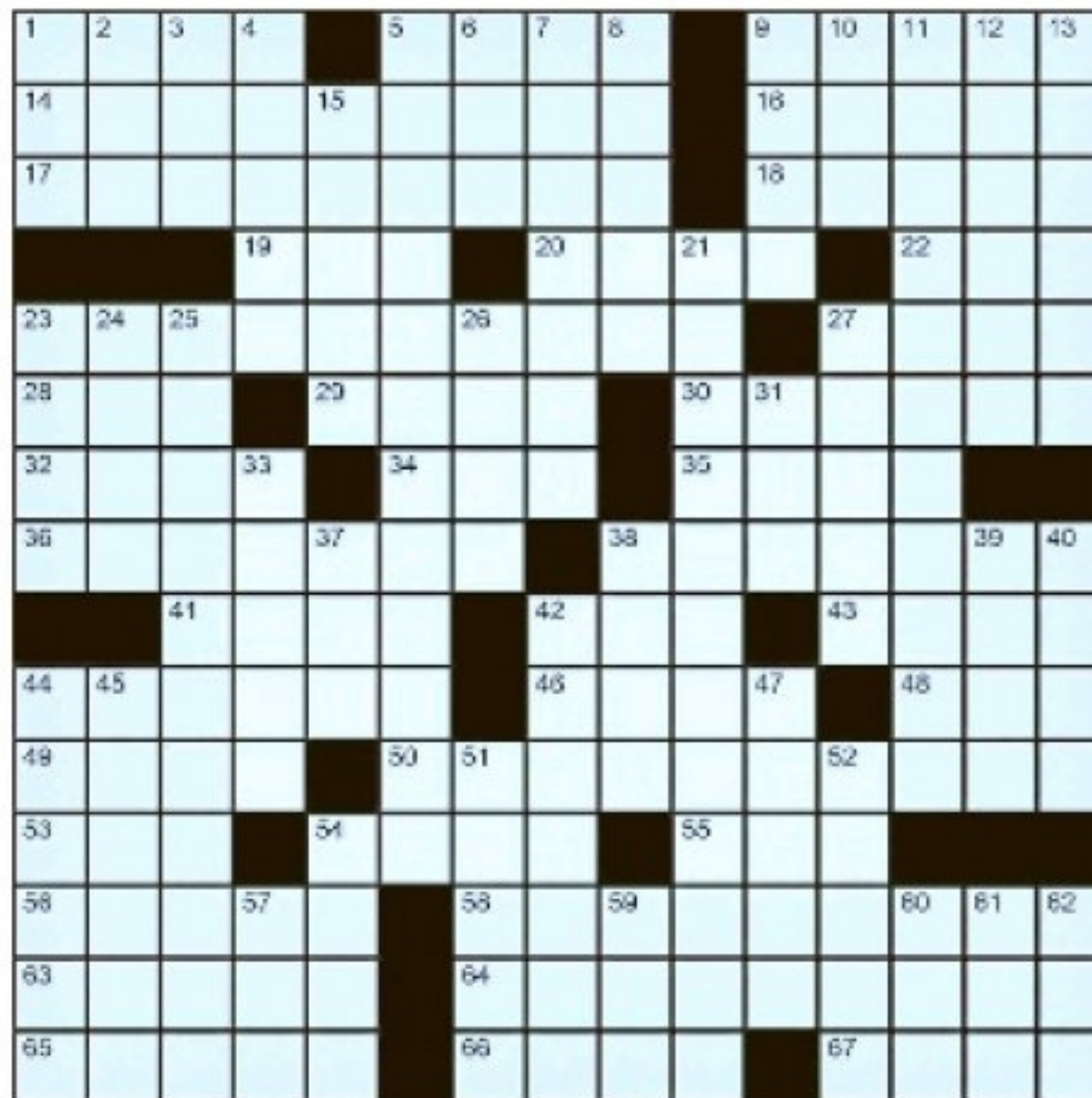
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BY KELLY ANN BUCHANAN

ACROSS

1. Org. on Discovery Channel's "Mayday"
5. Seasonal bugs
9. Chef Mr. Lee
14. 1879 novel by Victorian writer George Meredith: 2 wds.
16. Dried plum
17. Duck-billed Late Cretaceous herbivore that once roamed #25-Down
18. Songbird sort
19. Mr. Begley Jr.'s
20. Oohs' pals
22. Cacharel perfume
23. "You may be dismissed now": 3 wds.
27. Popeye's sweetie Olive, and others
28. Mr. Harrison
29. Airline to Israel: 2 wds.
30. The Clash's "Rock the _"
32. "How _ Your Mother"
34. 1997 Sugar Ray chart-topper
35. "2001: A Space Odyssey" (1968) star Mr. Dullea
36. Shipping sea sludge, say: 2 wds.
38. Implore
41. Yesterday: French
42. Stallion's snack
43. One-of-a-kind
44. 'Nothing' in Rome
46. Dada artist Jean, and family
48. Mary _ (Cosmetics company)
49. '80s hit: "In _



- _ Country"
50. Telethons, when carried by multiple networks
 53. Blondie singer Ms. Harry, to pals
 54. Bygone Ford cars
 55. Swiss river
 56. Ms. Ryan of "The

- Beverly Hillbillies"
58. Super-small
 63. De _ (Movie star Robert, and sur-namesakes)
 64. Required
 65. High wave
 66. Vexed vocalization!
 67. Formerly

DOWN

1. Utmost
2. Jennifer Lopez's 'I to _ L-O'
3. But, Latin-style
4. Prince's "Raspberry _"
5. #25-Down's paleobotany paradise: 2 wds.

6. _ Fail (Irish coronation stone)
7. Most times
8. Valued violin [abbr.]
9. Summertime location nos.
10. William Tell's canton
11. Cloudy day's

- moments of respite: 2 wds.
12. 7UP 'The _'
13. Bring up those same old complaints
15. 'In _ Trust'
21. Jet or Oiler: 2 wds.
23. Deuce-ace
24. Prefix to 'sphere'
25. High Arctic island located in Nunavut: 2 wds.
26. Composer Mr. Schiffrin
27. Wickerwork material
31. Old Rome bronze money
33. Connecting/securing
37. Receive
38. Alberta: _ Ranch National Historic Site of Canada
39. Suffix with 'Pluto' (Rich ruler)
40. Canadian luggage brand
42. Cage's wheel-runner
44. Chuck Berry title song lady
45. Airline of Spain
47. Strikebreakers, in slang
51. Picking from a police lineup
52. Come about
54. _-majeste (High treason)
57. And not
59. PC monitor
60. Sailor, Jack- _
61. Dads to Jr.s
62. St. John's International Airport code

★ IT'S ALL IN THE STARS Your daily horoscope by Francis Drake

Aries March 21 - April 20
Communicating with others, especially with siblings and relatives, is difficult today because you're not sure what you should say. When in doubt, say nothing.

Taurus April 21 - May 21
This is a poor day to make important financial decisions, because your information might not be correct. It's possible that someone is deceiving you. Be careful.

Gemini May 22 - June 21
You feel tired and lethargic today. Don't worry, because we all have days like this. Don't be hard on yourself or judgmental of others.

Cancer June 22 - July 23
Something going on behind the scenes worries you today. The strange thing is that you might not even know what it is. A lot of people feel this way. No worries.

Leo July 24 - Aug. 23
You will find it difficult to assert yourself in a group situation today. Don't worry about this. It's probably best to sit back and see which way the wind blows. Play it safe.

Virgo Aug. 24 - Sept. 23
This is not a good day to be aggressive when dealing with bosses, parents and VIPs. There's too much confusion. Plus, at heart, you do not feel fully confident. Sit this one out.

Libra Sept. 24 - Oct. 23
Don't get ensnared in arguments about religion and politics today. You might not be sure how to respond or what to endorse. Take it easy.

Scorpio Oct. 24 - Nov. 22
Disputes about shared property, inheritances and anything that you own jointly with others will be confusing today. You won't properly defend your best interests. Avoid these discussions.

Sagittarius Nov. 23 - Dec. 21
Discussions with friends and partners are discouraging today. That's because you feel like you don't know what's really going on. Don't worry — you are not alone.

Capricorn Dec. 22 - Jan. 20
Do not throw your weight around at work today — there's too much confusion, and people are unsure of what to do and how to do it. Sit back and go with the flow.

Aquarius Jan. 21 - Feb. 19
This is a classic day for confusion when dealing with romantic partners. Remember: Unexpressed expectations almost always lead to disappointment.

Pisces Feb. 20 - March 20
Be patient with and tolerant of family members today, because misunderstandings will be rife. You might feel let down by others. It's very likely that they feel the same way.

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9



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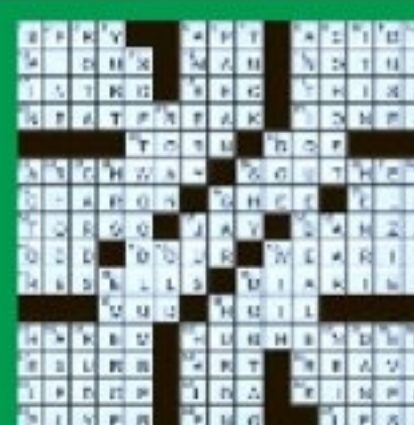
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